



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE

15 August 1997

MEMORANDUM FOR ALL GS/GM-14 AND 15 LEVEL EMPLOYEES

FROM: HQ USAF/DP
1040 Air Force Pentagon
Washington DC 20330-1040

SUBJECT: Defense Leadership and Management Program (DLAMP) Application Process

To ensure a strong cadre of future civilian leaders, the Office of the Secretary of Defense (OSD) has established the Defense Leadership and Management Program (DLAMP). The aim of the program is to develop future civilian leaders who clearly understand DoD's national security mission and can strengthen communication and trust among senior military and civilian leaders while assuming responsibility in an increasingly complex environment. DoD Directive 1430.16, dated 11 Apr 97, contains program guidance summarized and included as a DLAMP Information Sheet at Attachment 1.

DLAMP is a systematic development effort designed to sustain the civilian executive workforce. Participants will be afforded significant benefits. First, a substantial number of leadership positions (GS-14, 15, and SES) in OSD and the Components will be designated DLAMP key positions. As these positions become vacant, DLAMP participants will be given priority consideration when filling these jobs. Further, each DLAMP participant will be afforded a 12-month career-broadening assignment across DoD components, attendance at Professional Military Education at a Senior Service School and attendance at a minimum of ten graduate-level courses in national security, leadership and management issues. (A participant's previous education and experience may fulfill some of these program requirements.) These requirements will be completed over a period of six years.

The first DLAMP class begins in FY98. OSD has allocated 60 spaces for Air Force GS/GM-14 and 15 candidates. The candidate application and selection processes are outlined in Attachment 2. A panel of SES and General Officer members will rate applicants with the Air Force DLAMP Board giving final approval of candidates.

DLAMP complements and fully supports the civilian career management initiatives underway in the Air Force. It offers structured professional development and a path to greater job responsibility. This is a great opportunity for high potential individuals to prepare themselves for the challenges of leading and managing in the Department of Defense in the 21st century.

We encourage all interested GS/GM-14 and 15 employees to apply for this prestigious program. If you are interested, submit your resume (Attachment 3), executive core qualifications, and letter of endorsement to the Air Force Senior Executive Matters Office (AFDPS); they must be received no later than 30 Sep 97. Questions may be directed to Ms. Sharon Biddle or Ms. Michael Houston at DSN 225-9106.

ROGER M. BLANCHARD
Assistant Deputy Chief of Staff,
Personnel

Attachments:

1. DLAMP Information Sheet
2. Candidate Application and Selection Processes
3. Sample Resume